



# Civil Service Compensation Scheme

## Application for Scheme Approval – Bulk Exits

This form is in 2 parts. If approved, part 1 will be sent to the Scheme Administrator (MyCSP). All fields are mandatory. Please complete all fields before submitting your form. This form should be used for the following;

- Apply for a bulk exit scheme; and;
- Where packages within the bulk are less than £95,000 (any packages over £95k within a bulk approval will require additional single approval)
- In submitting this form, you are confirming that you have read and understood the associated guidance and terms of the Civil Service Compensation Scheme (Annex 6F of the Employers Pension Guide) and guidance to complete the form

Once completed, return to [redundancyschemes@cabinetoffice.gov.uk](mailto:redundancyschemes@cabinetoffice.gov.uk)

For constituent parts of the Scottish Administration, bodies sponsored by the Scottish Government and any other organisations to which the [Scottish Public Finance Manual \(SPFM\)](#) applies, all business cases should be submitted to the appropriate sponsor team. If you have any queries please contact the Severance Policy for Scotland team. **There is also a condensed scheme identifier application form available on the SPFM. This form should be used instead of the Cabinet Office form to obtain the necessary scheme identifier number from MyCSP** (once approval from Scottish Ministers has been received on the organisations business case), email address:

[Exit.schemes@mycsp.co.uk](mailto:Exit.schemes@mycsp.co.uk)

For organisations and public bodies which report to or are funded by Welsh Ministers, all CSCS application forms should be submitted to the Welsh Government's Public Bodies Unit, email address: [CyrffCyhoeddus.PublicBodies@gov.wales](mailto:CyrffCyhoeddus.PublicBodies@gov.wales). Again, this should be used instead of the Cabinet Office form to obtain the necessary scheme identifier number from MyCSP.

Employing Organisation

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## Part 1 – Type of departure and tariff

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Type of departure (please type yes in all boxes that apply)

Voluntary Exit (VE)	<input type="checkbox"/>
Voluntary Redundancy (VR)	<input type="checkbox"/>
Compulsory Redundancy (CR)	<input type="checkbox"/>
Please insert associated voluntary scheme identifier	<input type="text"/>

### Flexibilities

What tariff will be applied?	<input type="text"/>
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**Please note:** For VE cases there is flexibility on the level of tariff – you can offer the standard tariff, twice standard tariff, or lower provided this is no less than the statutory redundancy amount.

Will discretion to vary qualifying service be used? (Must not apply in CR)	<input type="checkbox"/>
Will the lower paid underpin apply? (Must apply in VR and CR)	<input type="checkbox"/>
Will the early access to pension provision apply?	<input type="checkbox"/>

**Please note:** Early access to pension must apply in VR but must not apply in CR.

Additional notes (To include any non-standard tariff, inclusion or any other service, etc.)

<b>Has formal consultation begun for VR/CR scheme?</b>		<input type="text"/>
<b>Total number of exits projected under the scheme</b> (Insert numbers)	<b>VE:</b>	<input type="text"/>
	<b>VR:</b>	<input type="text"/>
	<b>CR:</b>	<input type="text"/>
<b>Total number of quotes expected under the scheme</b> (Insert numbers)	<b>VE:</b>	<input type="text"/>
	<b>VR:</b>	<input type="text"/>
	<b>CR:</b>	<input type="text"/>
<b>Intended date of exit</b> (Insert date(s))	<b>VE:</b>	<input type="text"/> / <input type="text"/> / <input type="text"/>
	<b>VR:</b>	<input type="text"/> / <input type="text"/> / <input type="text"/>
	<b>CR:</b>	<input type="text"/> / <input type="text"/> / <input type="text"/>

**Please note:** Employers should not make formal offers to employees nor confirm their last day of service without the relevant scheme identifier.

Signed for on behalf of the employer:

Name: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Email: \_\_\_\_\_

Position: \_\_\_\_\_

**Cabinet Office use only:**

Scheme identifier:

Signed:

Date:  /  /

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## Part 2

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### Please note:

- This information is for Cabinet Office Only and will not be forwarded.
- All bulk exit schemes for 20 employees or more from UK Government departments and bodies will need to be approved by the Minister for the Cabinet Office (MCO). Bulk exit schemes below that number can be approved by Cabinet Office officials.
- Approvals for these bulk exit schemes is provisional only, because any proposed exit costs of over £95,000 for an individual arising from a bulk exit will need to be referred back to the Cabinet Office for MCO approval before the Scheme Administrator (MyCSP) can process such awards. Please use the application form for a Single Persons Exits over £95,000 for this referral.
- Bulk exit schemes for 20 or more employees from organisations and public bodies which report to or are funded by Welsh Ministers should be submitted to the Welsh Government's Public Bodies Unit, and will need approval from Welsh Ministers.

## Rationale

Please explain the reason for the proposed exit scheme (please type yes in all boxes that apply):

<b>Restructuring/downsizing</b>	<input type="checkbox"/>
<b>Refreshing leadership/long term workforce planning</b>	<input type="checkbox"/>
<b>Skills or abilities no longer required/meet requirements</b>	<input type="checkbox"/>
<b>Other (please explain below)</b>	<input type="checkbox"/>

Please expand, with reference to the reasoning above, on why this exit scheme is justified under the Civil Service Compensation Scheme?

## Redeployment

What attempts have you made so far to mitigate against redundancy by redeploying the affected individuals both within your organisation and with other Civil Service employers? If you do not consider redeployment possible/sustainable then please explain why?

What additional action will you take to redeploy the affected individuals should you receive approval for this bulk exit scheme?

Have you engaged with the central Recruitment and Redeployment Working Group (RRWG)?\*

Yes  No

If you answered No to the above, then please can you explain why and when you intend to do so?\*

The RRWG can be contacted using the following email address [contact.us@csep.gov.uk](mailto:contact.us@csep.gov.uk)

\* This does not apply to bodies which report to or are funded by Welsh Ministers.

What other actions have you taken (or intend to take) to try and avoid these exits?

You should include details about retraining/reskilling opportunities offered to the individuals and/or any flexible working options for e.g. homeworking combined with working in the office.

## Consideration of a Voluntary Exit

If you are only intending to offer a VR and CR then please explain why a VE scheme is not appropriate.

## Selection criteria

Early exits can use a broad range of criteria at the Employers discretion. Please be aware that Cabinet Office Ministers (or Welsh Ministers) will expect all schemes to have considered, and will scrutinise against, the three broad criteria of value for money, overall cost and retention of key skills. Please confirm the criteria used for the scheme (including those identified above and any others that you have used) and provide further explanation on the application of the above criteria, either in the box below or in your business case.

## Voluntary Exit Schemes

Please describe the tariff used and confirm what consideration you have given to the level of tariff and using the flexibilities available to offer lower than standard tariff.

If you are offering early access to pension, please provide justification why you have chosen to use this flexibility

## Departmental/public body sign off

Please can you confirm who in your organisation has approved this application?

Arm’s length bodies and non-departmental public bodies must gain relevant approvals from their sponsor departments. For organisations and public bodies which report to or are funded by Welsh Ministers, approval should be sought from the Welsh Government Public Bodies Unit.

**To be completed by the Sponsor Department/Team/Unit.** Please provide confirmation that you agree with this proposed bulk exit scheme.

## Projected number of exits and estimated costs

<b>Projected total number of exits</b> (insert numbers)	<b>VE:</b>	<input type="text"/>
	<b>VR:</b>	<input type="text"/>
	<b>CR:</b>	<input type="text"/>
<b>Projected number of exits expected to be over £95,000</b> (insert numbers)	<b>VE:</b>	<input type="text"/>
	<b>VR:</b>	<input type="text"/>
	<b>CR:</b>	<input type="text"/>
<b>Total estimated costs</b> (£)	<b>VE:</b>	<input type="text"/>
	<b>VR:</b>	<input type="text"/>
	<b>CR:</b>	<input type="text"/>

<b>Payback period in months</b> (average for bulk schemes) (insert number of months)	<b>VE:</b>	<input type="text"/>	
	<b>VR:</b>	<input type="text"/>	
	<b>CR:</b>	<input type="text"/>	
<b>Projected exit dates</b> (insert dates)	<b>VE:</b>	<input type="text"/>	<input type="text"/>
	<b>VR:</b>	<input type="text"/>	<input type="text"/>
	<b>CR:</b>	<input type="text"/>	<input type="text"/>
<b>Have there been previous exit offers to this group?</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
<b>Does the scheme include a Permanent Secretary?</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

Please provide any other information relevant to the proposed exits below or, in a separate document if you prefer:

Send the completed form to [redundancyschemes@cabinetoffice.gov.uk](mailto:redundancyschemes@cabinetoffice.gov.uk)

See information above for organisations and public bodies which report to or are funded by Welsh Ministers.